

MINUTES
PERSONNEL COMMITTEE

Wednesday, May 13, 2015
City Hall, Room 604
5:15 p.m.

Members Present: Ald. Andy Nicholson, Ald. Thomas Sladek, Ald. Thomas DeWane, Ald. Guy Zima

Others Present: Mayor Jim Schmitt, Ald. Jerry Wiezbiskie, Ald. Tim DeWane, Ald. David Nennig, Ald. Joe Moore, Ald. Randy Scannell, Ald. Christopher Wery, Ald. Mark Steuer, Director Lynn Boland, Manager Melanie Falk, Police Chief Tom Molitor, Fire Chief David Litton, Director Dawn Foeller, Asst. Chief Mike Niefert, Lieutenant Ben Allen, City Attorney Jim Mueller, and others.

1. Roll Call.

Meeting called to order by Ald. Nicholson. Ald. Zima to arrive shortly.

2. Adoption of the Agenda.

A motion to adopt the agenda was made by Ald. DeWane, seconded by Ald. Sladek. Motion carried unanimously.

3. Approval of the minutes from the April 29, 2015 meeting.

A motion to approve the minutes from the April 29, 2015 meeting was made by Ald. Sladek, seconded by Ald. DeWane. Motion carried unanimously.

4a. Request by Ald. Tim DeWane to review the Mayor's conduct when contacting commission, committee and authority members before, during and after meetings and to not intimidate or bully the members on how they vote or voted.

Ald. Nicholson stated this item was on the agenda of the April 29, 2015 Personnel Committee meeting and was held until committee members could review the audio regarding the Mayor's conduct at the Economic Development Authority meeting held on March 11, 2015. Ald. Nicholson asked Director Lynn Boland, who brought IT Administrator Mike Hronek, to bring the audio from the EDA meeting. The recording was reviewed at this time.

In the recording, Mayor Schmitt stated, "I appointed you to make this decision and I appointed you thinking you had the best interest of our community in mind and that's how I want you to vote."

Ald. Tim DeWane was not present at this time.

Ald. Tom DeWane made a motion to hold the item until Ald. Tim DeWane is present, seconded by Ald. Sladek. Motion carried unanimously.

- 4b. Request by the Mayor, on behalf of the residents of Green Bay, to review the conduct and actions of Guy Zima in regard to the council meeting of April 8 which included giving the finger and swearing at constituent.

Ald. Nicholson asked City Attorney Jim Mueller about the Personnel Committee's stance on an issue like this. Atty. Mueller stated the legislative body self-regulates. The Personnel Committee can make a recommendation to the City Council, and the City Council would have to regulate their own members. Ald. Nicholson asked if the Ethics Committee would handle an issue like this. Atty. Mueller stated that, according to our ordinance, the Ethics Committee wouldn't handle an issue like this. The Ethics code is strictly for financial issues, conflicts of interest of finance. This issue is a conduct issue. Ald. Nicholson asked if the aldermen are considered hired by the City of Green Bay personnel department. Atty. Mueller stated that the aldermen are elected officials, which is different than employees. Essentially, legislative bodies regulate themselves, so it is up to the City Council to set any rules, policies or procedures that they want to. Ald. Nicholson asked if there were any ordinances or policies broken. Atty. Mueller stated that there are currently no policies in regards to professional conduct, and there is no ordinance; however, that doesn't mean one can't be created. Ald. Nicholson clarified that Atty. Mueller is stating the full City Council will have final authority. Atty. Mueller confirmed the full City Council would have final authority on any actions taken on a member.

Ald. Sladek stated he was going to ask if there was an existing policy or ordinance that would be relevant to this issue; however, it sounds like one does not exist. Atty. Mueller stated there is nothing established with the City of Green Bay; there are some state statutes that deal with these issues, but they state it is up to the members of the City Council to regulate themselves. Ald. Sladek stated that there being no agreed upon expectation in regard to this type of behavior makes it difficult to judge this behavior.

Ald. DeWane questioned what Atty. Mueller may be recommending in setting an expectation. Would this be referred to staff to put together a policy? Ald. DeWane's concern is that each council member may have a different idea. Atty. Mueller stated that one option would be to send this to staff while another option would be to send this to council members to create either on their own or in conjunction with staff a conduct policy for elected officials that lays out the council's expectations. Ald. DeWane clarified that they could refer this to advisory where a full committee could discuss this.

Ald. Nicholson questioned Atty. Mueller if there could be no recommendation and City Council would decide next week. Atty. Mueller stated that anything that

happens at this current meeting is going to be a recommendation for the City Council to make the final determination.

Ald. DeWane made a motion to receive and place on file the request by the Mayor, on behalf of the residents of Green Bay, to review the conduct and actions of Guy Zima in regard to the council meeting of April 8 which included giving the finger and swearing at constituent so that the issue can be opened up on the council floor and discussed by the entire council and set up procedures and standards from there. Ald. Sladek made an amendment to the motion to ask staff to do a quick survey of other jurisdictions to see if they have professional codes of conduct and to make copies of these available to the council members. Atty. Mueller stated that staff could attempt to find some of those codes of conduct. Ald. Sladek seconded the motion.

Under discussion, Ald. Zima stated that he resents the issue. As Atty. Mueller stated, the Personnel Committee and the City Council doesn't have any standing in this issue whatsoever to do anything. Ald. Zima questioned if the City would consider legislation regarding professional conduct by committee members, and if the City would have aldermen judging other aldermen. Ald. Zima stated the committee has Robert's Rules of Order that tells how to conduct meetings. If there are problems at meetings, there are ways to handle these issues. There are ethics codes to handle ethics items. Ald. Zima stated, this is the bologna of Mr. Schmitt. Ald. Zima is unsure if Mayor Schmitt is trying to deflect from his own problems or if he is wanting to do as he has in the past and win with personal attacks. Ald. Zima stated the constituent in question on the recording is in the room and has been asked to leave meetings and threatened with police escorts if he didn't behave himself in the meetings. Ald. Zima stated this individual has always badgered him in particular. Ald. Zima stated that Mayor Schmitt has his groupies present at the meeting. One of these individuals is currently filming Ald. Zima; she films every word Ald. Zima states and does so at every meeting. Ald. Zima stated he is not going to be intimidated by the Mayor. Ald. Zima stated the constituent was on his case at the April 8 Council meeting and questioned whether the committee members want to begin judging the behaviors of other people outside of a meeting. Ald. Zima challenged staff to find some other legislative bodies that have standards of how people should act when they are outside of a meeting. Ald. Zima stated that this is a joke, and he does not support the motion to receive and place on file and to form a committee to talk about this type of issue.

Ald. Nicholson stated that he did not believe forming a committee was part of the motion and asked Director Boland to restate the motion. Director Boland stated the motion was to receive and place on file so that there can be follow up discussion with the full City Council. The motion was amended to ask staff to do a quick survey of other jurisdictions to see if they have professional codes of conduct and to bring those forward to the council members.

Ald. Zima is asserting that there is no standing for the Mayor to even make this communication. If there was some breaking of the law, he should have called the police. If there was an ethics violation, he should have filed an ethics complaint. Otherwise, the Mayor is just trashing somebody because he doesn't like what was said. Ald. Zima commented that he doesn't always like what the Mayor says either. Ald. Zima stated that this issue doesn't even deserve a reception to place on file, but that is all he would have agreed to. Ald. Nicholson stated that whatever recommendation is made by the committee, the council could still pull the item for discussion. Ald. Zima stated this issue has no standing to even be brought up; the committee has no standing. Ald. Zima stated, to participate in this charade is beneath the dignity of the council.

Ald. Zima recommended an amendment to the motion to receive and place on file. If anyone else wants to do anything with the issue, they can; however, the committee does not need to make any recommendation. The motion was seconded by Ald. DeWane for discussion.

Under discussion, Mayor Schmitt requested to review the video footage of Ald. Zima flipping a constituent off. Mayor Schmitt stated this issue is nothing new. This behavior has been going on for twenty years. Mayor Schmitt stated that he is a member of the council, and the council is a self-policing body. This behavior cannot continue. The council members are losing respect by their constituents and by the business community and something needs to be done. Mayor Schmitt stated that he brought it forward, and he had the right to bring it forward. Mayor Schmitt restated Atty. Mueller comments that this is not an ethics issue or a financial issue. The City Council needs to come up with some type of rules so this type of behavior can finally stop.

Ald. Jerry Wiezbiskie stated that he would hope the committee would come up with some resolution to present to the City Council rather than sending this discussion to City Council for further discussion. The resolution should cover both this current issue and the issue Ald. Tim DeWane has requested for review. There is a solution for both issues and the Personnel Committee should discuss and move forward with a recommendation.

Ald. DeWane responded to Ald. Wiezbiskie that this issue happened outside of the committee after a council meeting and questioned whether this issue can be discussed. Ald. DeWane stated that Personnel Committee can't regulate what happens outside of council.

Ald. Zima responded to Ald. Wiezbiskie by restating that if this issue wasn't a part of the council meeting there is no standing for the discussion to take place.

Ald. Nicholson entertained a vote for the motion on the floor to receive and place on file, 3-1 vote. Ald. Nicholson, DeWane and Zima yes, Ald. Sladek no.

- 5a. Request by Ald. Nicholson to review Robert's Rules of Order, etc. on public disruption during public meetings, with possible action.

Ald. Nicholson stated he had spoken with Atty. Mueller, and Atty. Mueller provided a letter in regards to this issue. Atty. Mueller stated that the committee is governed by ordinances in Robert's Rules. Robert's Rules states the chair of the committee handles all disruptive behavior at a committee meeting. Essentially, the power is invested in the chair to handle those issues, and the chair can remove individuals from the room if they are being disruptive. Atty. Mueller included in the memo that disruptions can be subjective so the chair should try to use some judgement. Atty. Mueller advises to at least warn the individual one time and describe the behavior and explain why it is disruptive. If they continue with the behavior, they can be asked to leave.

Ald. Nicholson questioned whether the chairman can ask a disruptive individual to leave the building. Atty. Mueller stated that Robert's Rules of Order does not specifically state that. It states that the individual has to leave the meeting. Ald. Nicholson stated that he has spoken with people at the state level. They have their own police at the capital, and individuals are removed out of the building. They are not able to stand in the corridor or a foot out the doorway; they are removed from the building. Atty. Mueller stated he is not aware of the policies at the state level; Robert's Rules just states meeting, but Atty. Mueller would think they have to be removed from the doorway so they are not able to be active in the meeting. Atty. Mueller stated that he would need to look into whether individuals could be removed from the building as it is a public place that most people have the right to be in. Ald. Nicholson responded that he knows it is a public place and questioned if a disruptive individual who has stepped over the threshold of the public meeting could be cited with disorderly conduct. Atty. Mueller stated yes, if it rises to that level. Ald. Nicholson responded that with his past experience as a Police Officer, his understanding is that individuals can be cited with disorderly conduct for basically any type of reason; there is no threshold of levels. Atty. Mueller stated that there certainly is a threshold for a citation. Ald. Nicholson commented that is up to the court to decide. Atty. Mueller stated it is up to the officer to decide when they charge the individual. Ald. Nicholson asked Atty. Mueller to explain how many levels there are. Atty. Mueller stated it all depends on the factual scenario. The officer needs to have probable cause to issue a citation. Atty. Mueller stated that if the individual is disruptive enough where they need to be physically removed, they certainly can be removed off premises.

Ald. Zima stated that he feels that disruptive individuals should be removed from the area of the meeting so that he/she does not have the opportunity to disrupt the meeting again. They may not need to be removed from the building, but they need to be removed from the area. They should not be able to participate in the meeting anymore. Ald. Nicholson asked Ald. Zima to define the area of the meeting. Ald. Zima stated that they should not be in ear-shot or participating in the meeting anymore because they have broken the decorum of the meeting. Ald. Zima stated

that standing at the door is not okay. They should be at least 100 feet or something. Ald. Zima suggested that they maybe need to set some sort of rule in regards to this. Ald. Zima commented that the City has really never had this happen before. Ald. Nicholson responded to Ald. Zima that at Protection Welfare with Ald. Zima, Ald. Wery, Ald. Nicholson, and Ald. DeWane, there were some outbursts during the meetings. Ald. Nicholson stated he believes Ald. Wery was the chairman. These types of situation have happened in the past, but it has not been habitual like it has been in recent months. Ald. Nicholson would like to see a policy in place. Ald. Zima stated he can remember some occasion where an officer told an individual to leave. It was probably at Protection committee where there happened to be officers present, but officers haven't been present recently. There have been numerous recent outbursts during Personnel Committee. The committee thought they had resolved this by asking individuals to raise their hand to be recognized; however, there are individuals who think they have the right to have an outburst anytime an individual on the committee states something they don't agree with. Ald. Zima stated Atty. Mueller has stated it pretty succinctly any individual who disrupts and doesn't respect the decorum of the meeting needs to be asked to leave, out of earshot, out of any chance to participate in the meeting.

Ald. Randy Scannell questioned if there are any complications if the disruptive individual is a member of the press. Atty. Mueller answered no, there are not any complications.

A motion to receive and place on file the letter from the City Attorney regarding public disruption during public meetings was made by Ald. Dewane, seconded by Ald. Sladek.

Under discussion, Ald. Zima asked if the recommendation of the City Attorney can be more definitive. On advice of the City Attorney that anyone who causes a disturbance that the committee chairman feels is totally out of order and breaks the decorum of the meeting, that they be removed from any chance of participating in any way at the meeting. Ald. Zima stated that this happens rarely, but in recent months it has happened a lot. Individuals may be passionate about their opinions, but they don't have a right to disrupt the meeting.

Ald. Zima made a motion that the committee approve the interpretation of the City Attorney that if people are disturbing the meeting that they be removed from the area of the meeting so that they in no way can participate in that meeting. Ald. DeWane seconded the motion for discussion.

Ald. Sladek stated that he believes the letter the City Attorney produced on this matter gives the chairman the discretion of enforcing this. Ald. Sladek feels they have the discretion they need and it is not necessary to get more specific than simply relying on the letter we have.

Ald. Mark Steuer questioned if a disruption happens during a City Council meeting if the Mayor would be the one with discretion. Atty. Mueller stated that it would be up to the Mayor's discretion.

Ald. Zima stated that the letter does basically cover the issue, but asked that he amend the letter to include that the individual be removed from the meeting so that they don't participate in any form or disturb the meeting. Atty. Mueller stated that he could amend it in that way.

Ald. Zima made a motion to adopt the letter from the City Attorney, as amended, regarding the public disruption during public meetings, seconded by Ald. Sladek.

Ald. DeWane stated that he wants to make sure the letter is approved so that it is not brought back to Personnel Committee.

Ald. Steuer wanted to make a point that Aldermen can make a point of order to draw attention to a disruptive individual. Atty. Mueller stated that there is a process, and Robert's Rules of Order lays out this process.

The motion made by Ald. DeWane to approve the letter from the City Attorney as amended regarding the public disruption during public meetings and seconded by Ald. Sladek carried unanimously.

- 5b. Request by Ald. Wery to review how outside legal counsel is selected and whether illegal campaign donations from law firms preclude them from contracting with the City. What actions can the City Council take regarding the illegal campaign donations from Gunta & Reak to Mayor Jim Schmitt?

Ald. Wery stated this item was presented to Personnel Committee back in January or February 2015, and the committee opted to send this to the legal department for a recommendation and some research. Ald. Wery does not believe there has been a recommendation. Ald. Wery deferred to Atty. Mueller. Atty. Mueller stated that he did not receive much guidance on what was specifically passed to the City Attorney's Office. In regards to the legal campaign donations, that is still pending at this point. Ald. Wery thought the request was fairly clear. There was a request from Gunta & Reak who the City does business with and contracts with for some of our legal items. Atty. Mueller stated that we have an insurance provider; Gunta Law Office is the insurer's attorney. The cases they handle are multi-million dollar cases where, if we lose, the insurer is on the hook. The City works with Gunta Law Office through contracting through the insurance company; the insurance company picks the attorney.

Ald. Nicholson asked Atty. Mueller to explain the situation. According to Ald. Wery, there is an illegal campaign donation from this law firm. Atty. Mueller stated that is correct, and that is why the City Attorney's Office doesn't handle this. There would be a conflict of interest if the Attorney's Office did get involved. Ald. Nicholson

asked Atty. Mueller if he had shared with Ald. Wery back in January that this was a conflict of interest. Atty. Mueller stated that he had.

Ald. Nicholson asked Ald. Wery to explain the situation. Ald. Wery commented on a previous news story regarding some illegal corporate donations. Shortly thereafter, the Mayor acknowledged those and sent them back. One of the donations had been a \$500 donation made by Gunta & Reak. Based on records, back in 2010 there was an additional donation from Gunta & Reak for \$1,000. A total of \$1,500 has been donated from Gunta & Reak. Mayor Schmitt stated publicly that the \$500 has been returned. There is currently no proof that this money was returned aside from the Mayor's public statement. Ald. Wery's request is that the Mayor provides proof that he returned the \$500 to address the \$1,000 that had been received and return the \$1,000 and provide proof of return. Additionally, the City would ask the insurance company not to do business with Gunta & Reak on the City's behalf for one year as a penalty.

Ald. Zima questioned if the city has ever directly contracted with Gunta & Reak or if it has always been through the insurance provider. Atty. Mueller stated he would have to look into that. Ald. Zima stated that if the insurance provider hires this firm, that really has nothing to do with the City. If the City hires them, then something should be done about this issue. Corporate campaign donations are illegal; everyone is aware of this. Ald. Zima stated that the Mayor has repeatedly accepted them. This situation needs to be looked into. The committee needs confirmation on whether the City has done work with this firm directly or if work has always been through the insurance company. If the City has worked directly with Gunta & Reak, then recommendations need to be made on how to deal with this. Ald. Wery stated that we have been provided with a list of the different cases Gunta & Reak has been involved with, and it was around \$50,000 over the last few years. There is no indication on whether the City worked directly with Gunta & Reak or through CVMIC. Ald. Zima stated it is necessary to look further into this if action will be taken. Ald. Nicholson asked Ald. Zima if he wants to refer this item. Ald. Zima stated that he isn't sure where to refer if this is a conflict of interest for the Attorney's Office. Atty. Mueller stated he could look into the wording of the contract with CVMIC. Ald. Zima asked if it would be difficult to ask the Finance Department if we have done any contracting directly with Gunta & Reak.

Ald. Zima made a motion to refer to the Finance Department to bring back information on whether Gunta & Reak have been hired directly by the City, seconded by Ald. DeWane for discussion.

Ald. Sladek stated that he supports getting the additional information, but he does not want the committee to act until all the information is received. One of the items Ald. Sladek is still unsure of is whether there was violation of the law. We know that a check was received and sent back, but this does not establish whether there was an illegal contribution made. Ald. Sladek would like that established before he would be in support of acting on this.

Ald. Zima stated that the rules are simple. Corporations cannot legally make contributions; however, It happens quite a bit. Ald. Sladek asked if we know for a fact that this was a corporate check. Ald. Zima responded that the Mayor stated he returned the check so that is a confirmation that this was a corporate check. Ald. Sladek asked for clarification on if a district attorney is looking into this. Ald. Wery stated that the district attorney did ask the Mayor to provide copies of the checks, and the Mayor declined to divulge any of his past receipts. Ald. Sladek stated that he would like to wait to see what the district attorney has to say before taking any action.

Ald. Steuer asked for clarification on the maximum donation a citizen is allowed to give. The maximum donation for a private citizen is \$1,000 per term. A corporation cannot give at all. Ald. Steuer asked if there are other contributions that can be made. Ald. Nicholson stated that donations can be made by political action committees.

The motion made by Ald. Zima to refer to the Finance Department to bring back information on whether Gunta & Reak have been hired directly by the City or through its insurance provider and to wait to take action until it is determined if there was an illegal campaign contribution and seconded by Ald. Sladek carried unanimously.

- 4a. Request by Ald. Tim DeWane to review the Mayor's conduct when contacting commission, committee and authority members before, during and after meetings and to not intimidate or bully the members on how they vote or voted.

Ald. Tim DeWane stated that he brought this issue forward because he believes it is inappropriate behavior by the Mayor. These members are adults, and they should be able to make their own sound decisions. At this time, Ald. Tim DeWane would like to move the City forward and refer this to staff.

Ald. Tom DeWane asked Atty. Mueller what the committee can do in this situation. Atty. Mueller stated that this is similar to the issue brought forward by the Mayor in agenda item 4b. There is nothing staff can do. The legislative body regulates itself. The committee has already addressed the concern in other agenda items. Atty. Mueller would suggest to lump this in with the other agenda item, 4b.

Ald. Tim DeWane states that he understands, and he will leave it up to the Personnel Committee to discuss.

Ald. Tom DeWane stated that he had met with Atty. Mueller, Mayor Schmitt, and Andy Rosendahl on conduct on all facets of the city government and what could be brought forward. It was a broad conversation on conduct by the Mayor and Elected Officials.

Ald. Zima stated that he feels Atty. Mueller is lumping items together that shouldn't be. There is a big difference between conduct during a meeting and conduct outside of a meeting. The Mayor clearly was intimidating the member of that committee. Ald. Zima stated that the Mayor at times cuts the microphone off of people before they finish speaking. Ald. Zima continued to discuss several instances where committee members have been cut off. Ald. Zima commented on a time where a vote sounded unanimous because no one had voted no, and the Mayor started to cite who should be recorded as no even when there weren't any no votes. Ald. Nicholson stated he was witness to that situation. Ald. Zima commented that Mayor Schmitt feels that he is outside of the rules, and these situations are during the meetings. Ald. Zima stated that there may be a need for rules in addition to Robert's Rules of Order.

Ald. Sladek believes that it is quite reasonable to lump agenda item 4a and 4b together. Ald. Sladek thinks the conversation should be about professional standards of conduct for elected representatives both in meetings and outside of meetings. Ald. Sladek understood what Atty. Mueller stated about how legislative bodies regulated themselves. Ald. Sladek feels that regulation can extend to both in and outside of the meeting. Ald. Sladek would like to have that discussion, and everything being brought up at Personnel Committee can be brought up at the City Council. Ald. Zima stated that he has no problem with the discussion; however, it is totally outside the law to think that someone's behavior can be regulated outside the context of the meeting. Ald. Sladek stated that if it is behavior that has an impact on the legislative body's work and ability to do its work then it is legitimate to talk about. Ald. Zima stated it is subjective nonsense.

A motion to receive and place on file the request by Ald. Tim DeWane to review the Mayor's conduct when contacting commission, committee and authority members before, during and after meetings and to not intimidate or bully the members on how they vote or voted was made by Ald. DeWane and seconded by Ald. Sladek. Motion carried unanimously.

6. Request by Ald. Nicholson that the Chief of Police organize a full-time Gang Task Force within the Green Bay Police Department, with possible action.

Ald. Nicholson asked Police Chief Tom Molitor to share what type of, if any, Gang Task Force we have within the Green Bay Police Department. Chief Molitor shared that there is a Gang Task Force with the City of Green Bay. The Gang Task Force is made up of 13 officers from all the different shifts: detective bureau, community officers and SRO's. Their mission is to gather intelligence on movements and identify those individuals associated with gang activity. Ald. Nicholson asked if they were working on this full time. Chief Molitor stated that they are not working on gangs full time. They are officers on the street, on all the shifts, who gather information. When there are increases in gang activity, there are temporary assignments or special projects where a few officers will be taken off the road to work specifically on gathering information and making it actual intelligence. There is a detective assigned to full time gang related crime investigation. From April 2014 to

January 2015, there were two individuals assigned full time to gang related investigative activity. Ald. Nicholson asked if they were still working on this. Chief Molitor stated there was a hiatus for 2 months, and since April 2015, they have been back full time. Ald. Nicholson asked if the officers have been working full time since the beginning of the year. Chief Molitor stated there have been issues with some contractual language regarding special projects. These officers have been on special projects in April 2014. Special projects are 30-60 working days in duration. There have been several special projects back to back. In January 2015, the union stated they didn't want the department using the special projects for the Gang Task Force. The special projects had to be temporarily disbanded. Discussions with the union have been taking place on how to have a standing gang task force. There are differing opinions. The gang task force has 13 different members. If this becomes a position for 2 individuals, then others are not given the experience. The department is seeking to make these assignments for short durations of time where 2 officers would cycle into this role at staggering times working with the detective in the detective bureau assisting him in gathering intel. They would cycle back, and 2 new officers would move into that role. Chief Molitor clarified they have never had issues with the officers in the gang task force role; they have done a great job. This is to make sure that opportunity is available for other officers. Other issues present are with the rate of resources to be used. Chief Molitor's feels it is his job, not the union's, to allocate resources at the level where they should be. These are some of the issues that the department is being challenged with. Chief Molitor feels that there is a solution, and shared some alternatives the department could utilize as well.

Ald. Nicholson asked Chief Molitor if the arson at the apartment across the street from Kennedy Park was gang activity. Chief Molitor stated that case is being forwarded to the District Attorney and stated it was inappropriate to discuss the specifics of that case at this time. Ald. Nicholson said there are other examples of gang related activity. Chief Molitor stated there have been 39 proven gang activities since April 2014. Ald. Nicholson asked why the gang task force was unable to stop some of those cases before they happened. Why weren't we able to utilize our task force to stop some of these issues? Chief Molitor responded that Ald. Nicholson might be under the impression that being a gang member or identifying as a gang member is a criminal act. Ald. Nicholson said he does not think that way. Chief Molitor stated that if he could predict where the crimes are going to take place then the department could take care of them. Ald. Nicholson isn't saying that our department needs to make predictions, but there are signs of gang activity coming into the city little by little. What were we doing to try and get a handle on this before gangs had a foot hold in the City? Chief Molitor stated that the way you handle this is by developing intel from talking to people to find out who the players are, who their associates are and develop sources of information. When a crime is committed, the department is able to immediately go in and make arrests. Ald. Nicholson stated he feels if our gang task force had informants some of these cases could have been stopped.

Ald. DeWane stated that council members have a responsibility to the City. It appears that things are getting out of hand. Ald. DeWane stated that he knows how good the Green Bay Police Department is. Ald. DeWane wants to put together a gang unit for the department and give Chief Molitor the tools and officers needed. Ald. DeWane mentioned that there had been resistance when forming the Drug Task Force, but now that program is working very well. Ald. DeWane wants to make sure Chief Molitor is getting the tools needed to run the Gang Task Force. Ald. DeWane would like to see Chief Molitor increase the number of the Gang Task Force and have a permanent plan in place. Ald. DeWane stated the committee would like to give Chief Molitor the additional resources and allow Chief Molitor to allocate those resources.

Ald. Zima questioned if the 39 cases of gang related activity have been centralized in the City. Chief Molitor stated there are some hot spots but gang activity is distributed throughout the City. Ald. Zima asked if the activity is extended into Brown County. Chief Molitor stated that it does. Ald. Zima questioned if the City could piggy back off the County or work with the County to develop a task force. Ald. Zima shared that the community feels we are at risk. The media shares the news, and it is quite disturbing. Ald. Zima feels there needs to be some permanent solution whether it be a City program or a City-County program. A group of people need to be dedicated to this gang related activity. The increase in gang related activity makes the City less attractive to people looking to move to the City.

Ald. Zima shared that he feels there is resistance from Chief Molitor to put a Gang Task Force together. The Personnel Committee has been coming to Chief Molitor offering tools to put this program together, and Chief Molitor has been resisting.

Chief Molitor stated that the way to deal with the gang related activity is to go into these neighborhoods and build relationships. Chief Molitor stated that he is not resisting. The solution needs to be a contractual agreement that makes sense for the benefit of the City. The Police Department needs to be agile, identify threats, and act on those threats.

Ald. Zima made a motion to refer to the Police Chief to bring a recommendation for a program for a Gang Task Force along with the resources necessary for that plan. Ald. DeWane seconded the motion for discussion.

Ald. Scannell stated that the gang problem is bigger than a police enforcement issue. The approach to this problem needs to be bigger and broader. Ald. Scannell understands from Chief Molitor's statements that he doesn't need more resources, but more needs to be done in the City. If the focus is only on enforcement, the correct progress will not be made. The focus needs to be on building up neighborhoods, making neighborhoods stronger and looking for community leaders to step up. Aldermen need to look to what they can do to improve their neighborhoods. Ald. Nicholson asked if Ald. Scannell had any examples of this. Ald. Scannell stated that they are working with some of the civic leaders, Pastor

Greene and Pastor Davis, to build community relationships, build up strong neighborhoods and involve the neighborhood associations to build relationships between neighborhoods and law enforcements. Ald. Nicholson asked how criminals would be addressed. Ald. Nicholson asked if we would invite them to neighborhood associations. Ald. Scannell stated that they wouldn't come, but if we make our neighborhoods strong enough so they are informing police of gang related activity, then enforcement can do something about these issues. Strong neighborhoods will build positive social interaction.

Ald. DeWane responded to Ald. Scannell's suggestion. Ald. DeWane stated the department has been trying to build the relationships for 10-years. The gang members aren't involved in these attempts to try to build up the community. Ald. DeWane stated he doesn't believe Ald. Scannell is seeing the big picture. The gang activity is not going to get any better without additional tools.

Ald. Scannell stated that law enforcement is certainly a key to the solution, but the issue is bigger. The bigger picture is to build up communities.

Ald. Zima stated that he feels Ald. Scannell has rose colored glasses and is not operating in a true reality.

Ald. Steuer stated that stronger neighborhoods and economic development are important; however, task force only has a couple of officers on it, and it should be a little bigger. A good solution can be achieved.

Chief Molitor shared examples of situations where the current task force has been successful in stopped or making arrests after gang related activity based on current intelligence. Chief Molitor stated that he has the impression that the committee feels that the Police Department has been sitting on their hands doing nothing.

Ald. Nicholson clarified that has never been stated. The Committee has been trying to help Chief Molitor, but he is resisting help. Chief Molitor stated he is not resisting help. He is trying to make the best judgements on behalf the City.

Ald. DeWane stated that he is getting upset that every time something is brought forward, Chief Molitor goes back to his office and says the Committee members don't feel the department is doing a good job. Ald. DeWane wants to make sure that there are enough officers to do the job at any given time.

Ald. Wery asked for clarification on if the 2 individuals on the current Gang Task Force are full time. Chief Molitor stated that they are reassigned to the Gang Task Force. It is not a permanent role. The following month there may be 2 other individuals. Chief Molitor stated that these individuals also respond to calls as part of their role.

Ald. Nicholson asked for confirmation if the 2 officers are full time working on the gang task force. Chief Molitor stated that they are assigned gang related activity. There are 2 full time roles that these officers rotate through. These officers are afternoon officers with daily assignment to work on gang related activities.

Ald. Wery stated that he would like to see the department have a permanent team. Chief Molitor stated that there is a current group of detectives, and it is within their job description to work on these gang related cases. Chief Molitor understands that the committee would like him to bring forward a solution; however, there are a lot of pieces to bring together.

Ald. Sladek spoke to Chief Molitor inviting him to think broadly about the solution and utilize the other perspectives that have been addressed.

The motion made by Ald. Zima to refer to the Police Chief to bring a recommendation for a program for a Gang Task Force along with the resources necessary for that plan and seconded by Ald. DeWane carried unanimously.

7. Request by Ald. Nicholson for a review of all calls for service in the last 24 months where lieutenants in the Police Department were the primary responder.

Chief Molitor stated that he has provided data, but it is impossible to tell who the primary responder is. There are people who are dispatched and people who are self-dispatched. There is no way of determining who the primary call is. Sometimes the determination is made at the call. Ald. Nicholson asked where he could obtain the information if a lieutenant was the primary responder. Chief Molitor stated that they checked with the radio room and the information was not available. Ald. Nicholson questioned if there was no recording of who the primary and secondary is. Chief Molitor explained that if a call is in a district, there are three district officers. If all three are dispatched to the call, they decide amongst themselves who will do the writing. That individual becomes the primary officer on the call. Ald. Nicholson asked what the policy of the Green Bay Police Department is. Do the officers decide when they show up on a scene who the primary officer is? Chief Molitor stated that officers will sometimes make the determination based on how many reports they already have.

Ald. Zima stated that, based on the data given, it appears that supervisors are handling roughly 5% of the calls. Chief Molitor responded that they aren't handling the calls and indicated this data doesn't show the full picture of the calls.

Ald. Nicholson stated that this item needs to be held for the next meeting.

A motion to hold until the next meeting the request by Ald. Nicholson for a review of all calls for service in the last 24-months where lieutenants in the Police Department were the primary responder was made by Ald. Zima and seconded by Ald. DeWane. Motion carried unanimously.

8. Report of Routine Personnel Actions for regular employees.

A motion to receive and place on file the report of Routine Personnel Actions was made by Ald. Zima and seconded by Ald. DeWane. Motion carried unanimously.

9. Discussion on Firefighter labor negotiations with possible action.

Ald. Zima made a motion to convene in closed session and read the closed session language. Ald. Sladek seconded the motion. Roll call vote taken, 4-0.

Reporting out of closed session, a motion to direct staff to proceed as discussed in closed session with Firefighter labor negotiations was made by Ald. DeWane, seconded by Ald. Zima. Motion carried unanimously.

There being no further business, a motion to adjourn was made by Ald. Sladek and seconded by Ald. DeWane at 7:05 p.m. Motion carried unanimously.

Respectfully submitted,
Lindsay Kiesow
Recording Secretary